

AFFECTING FACTORS FOR WOMEN EMPLOYMENT: A CASE STUDY OF BEDEHE MUNICIPALITY, DHANUSHA DISTRICT

A Thesis

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By

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RECOMMENDATION LETTER

I hereby certify the thesis entitled "**Affecting Factors for Women Employment: A Case Study of Bedehe Municipality, Dhanusha District**" by Mrs. Shova Kumari submitted to the Central Department of Rural Development, Tribhuvan University, Kathmandu, Nepal in partial fulfillment of the requirement for the degree of masters of Arts in Rural Development is carried out under my guidance and supervision. No part of this thesis has been submitted for any degree and I recommended this for final examination.

Rajan Binayek Pasa

Thesis Supervisor

Date: 2018/3/20

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APPROVAL LETTER

This is to certify that the thesis entitled "**Affecting factors for women employment: A Case Study of Bedehe Municipality, Dhanusha**" submitted by Mrs. Shova Kumai has been examined. It has been declared successful for the fulfillment of the academic requirements toward the completion of Masters of Arts in Rural Development.

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DECLARATION

I hereby declare that the thesis **Employment: A Case Study of Bedehe Municipality, Dhanusha District**" submitted to the Central Department of Rural Development, Tribhuvan University, is entirely my original work prepared under entitled "**Affecting Factors for Women** the guidance and supervision of my supervisor. I have made due acknowledgements to all ideas and information borrowed from different sources in the course of preparing this thesis. The results of this thesis have not been presented or submitted anywhere else for the award of any degree or for any other purposes.

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ABSTRACT

Women employment is essential for women empowerment. The research study tried to explain affecting factors for women employment particularly in Bedehe Municipality, Dhanusha. In this connection, the study focused on social and economic status of employed women as well as motivational and demotivational factors for women employment. To the end, 43 respondents working with volunteer as well as salary basis were regarded as sample number.

This research has asserts whether those organizations are successful to empower women and change their socio-economic status in the society. In addition, the study shows that 11.86 percent of the women staff are holding the Master degree and very few have technical backgrounds. It is worth mentioning that more than eighty percent of the women staffs have hold on income and manage household affair. In the male dominated society like ours gender discrimination is very rampant in all the sectors. But with the change of time and media intervention through television, papers and radios, people have started providing equal opportunities to women in every sector. There is the positive perception from organizations heads that female employee are equally capable if give opportunities. However, males are in permanent job holding higher position in most of the organizations whereas females are in temporary job and holding non-officer positions.

Similarly, working age, level of education, family support, organizational support, attractive salary and institutional environments are found to be motivational factors for women employment. At the same time gender discrimination practices, sexual harassment, minimum involvement in organization and development process or decision making process also are regarded as demotivational factors for women employment. Finally, the study comes up with the conclusion that, women employment opportunities definitely can foster women empowerment process. Therefore, locally run organizations should give priority to chaos females as head if they have the same qualifications and experience to their counterpart male colleagues as well as create employment opportunities to the females. There should some sort of retrenchment policy in the organization to attract their employees for longer term especially to female employees.

TABLE OF CONTENTS

The Contents	Page Number
DECLARATION	i
RECOMMENDATION LETTER	ii
APPROVAL LETTER	iii
ACKNOWLEDGEMENTS	iv
ABSTRACT	v
ABBREVIATIONS AND ACRONYMS	vi
TABLE OF CONTENTS	vii
LIST OF TABLES	x
LIST OF FIGURES	xi
CHAPTER I: INTRODUCTION	1
1.1 Background of the Study	1
1.2 Statement of the Problem	6
1.3 Objective of the Study	6
1.4 Rational of the Study	6
1.5 Limitation of the Study	7
CHAPTER II: LITERATURE REVIEW	8
2.1 Gender Perspective	8
2.2 Feminist Theories	9
2.3 Gender Development Approaches	10
2.3.1 Women in Development (WID)	10
2.3.2 Women and Development (WAD)	11
2.3.3 Gender and Development (GAD)	11
2.4 What is on NGO?	12
2.4.1 NGOs and United Nation's System	13
2.5 Women Empowerment	13
2.6 Women's Involvement and Development	13

2.7 Women's Empowerment: Issues and the Conceptions	15
2.8 Literature Gaps	22
CHAPTER III: RESEARCH METHODOLOGY	23
3.1 Research Design	23
3.2 The Study Area	23
3.3 Nature and Source of Data	24
3.4 Sampling and Populations	24
3.5 Data Collection Techniques and Tools	24
3.6 Validation of the Tools	24
3.7 Ethical Considerations	27
3.8 Data Analysis and Interpretations	27
CHAPTER IV: DATA ANALYSIS AND INTERPRETATIONS	26
4.1 Access to Organizational Resources	26
4.2 Age of Respondents	27
4.3 Castes / Ethnicity	28
4.4 Hold on Income	28
4.5 Socio-Economic Condition	29
4.6 Education Level of Respondents	29
4.7 Female Seeking Employment	30
4.8 Income Contribution to Family Matrix (in Number of Employees)	32
4.9 Training Exposure	34
4.10 Education Level	34
4.11 Family Condition / Obligation:	35
4.12 Policy for Sexual Harassment	36
4.13 Policy for Gender Balance	36
4.14 Family Support for Professional Career	37
4.15 Involvement of Female Employees in Policy Making Process of the Organization	37
4.16 Gender Discrimination in the Organization	39
4.17 Staff (Gender) Composition in the Organization	39

4.18 Organizational Head	40
4.19 Duration of Employment	41
4.20 Specific Programs for Female Employees	42
4.21 Composition of Board Members	43
4.22 Organizational Capacity Building	44
4.23 Salary and Benefit Discrimination	44
4.24 Measures Developed and Implemented by the Organization to Capacity Building and Empowerment of Female Employers	44
4.25 Access to Organizational Resources	44
4.26 Positions Specific to Females	44
4.27 Role of Female Employees in Decision-making Process of the Organization	45
4.28 Role of Female Employees in Policy-Making Process of the Organization	45
CHAPTER V: SUMMARY OF FINDINGS, CONCLUSION AND SUGGESTIONS	46
5.1 Summary of Findings	46
5.2 Conclusions and Suggestions	49
REFERENCE	51
ANNEX I	54
QUESTIONNAIRES	56

LIST OF TABLES

Contents	Page
Table 4.1: Female Seeking Employment	31
Table 4.2: Income Contribution to Family Expenditure	32
Table 4.3 : Matrix for Different Levels of Staff, Male Vs Female	41
Table 4.4: Specific Programs for Female Employees	43
Table 4.5: Composition of Board Members	43

LIST OF FIGURES

Contents	Page
Figure No. 4.1: Access to Organizational Resources	26
Figure No. 4.2: Age Category of Employees	27
Figure No. 4.3: Castes of Employees	28
Figure No. 4.4: Control Over Income	28
Figure No. 4.5: Economic Condition	29
Figure No. 4.6: Education Level of Employees	30
Figure No. 4.7: Locality of Staff	32
Figure No. 4.8: Locality of Staff	33
Figure No. 4.9: Income Contribution to Family Expenditure	33
Figure No. 4.10: Training Opportunities	34
Figure No. 4.11: Education as Hindering Factor	35
Figure No. 4.12: Family as Hindering Factor	35
Figure 4.13: Policy for Sexual Harassment	36
Figure 4.14: Policy for Gender Balance	37
Figure No. 4.15: Family Support for Career Development	38
Figure 4.16: Female Participation in Policy Making	39
Figure No. 4.17: Gender Discrimination in the Organization	40
Figure 4.18: Staff Composition	41
Figure 4.19: Gender of Head of the Organization	41
Figure No 4.20 Duration of Employment	42

ABBREVIATIONS AND ACRONYMS

CBO	-	Community Based Organization
CBS	-	Central Bureau of Statistics
CEDAW	-	Convention on the Elimination of All Forms of Discrimination
DDC	-	District Development Committee
ECOSOC	-	Economic and Social Council
FGD	-	Focus Group Discussion
GAD	-	Gender and Development
GDI	-	Gender Development Index
GEM	-	Gender Empowerment Measurement
GO	-	Government Organization
INGO	-	International Non-Governmental Organization
NGO	-	Non-Governmental Organization
NPC	-	National Planning Commission
TU	-	Tribhuvan University
RD	-	Rural Development
WAD	-	Women and Development
WEF	-	World Economic Forum
WID	-	Women in Development